

## Haymarket Media Group Limited

### Modern Slavery and Human Trafficking statement for the financial year

1st July 2021 - 30th June 2022

Haymarket Media Group is a socially and environmentally responsible business. As we serve our audiences, clients and communities, we are committed to driving the meaningful change necessary to build a better world. The principles of diversity, equity, inclusion, respect, responsibility and sustainability are integral to our business.

The following statement is made pursuant to Section 54 of the Modern Slavery Act 2015.

#### **Our organisational structure**

Haymarket is a media, information and data business that uses our expertise in media and information to inspire, inform and empower our clients, audiences and communities. The company is located in the UK, the US, Hong Kong, Singapore, India and Germany.

This statement is made on behalf of our UK operations; all principles, policies and processes referenced are shared with our overseas subsidiaries.

#### **Responsibility for anti-slavery initiatives**

The Head of Procurement is responsible for the production of the Modern Slavery statement.

The responsibility for understanding modern slavery risks and putting in place processes and training lies with our Head of Procurement and procurement department.

The prevention, detection and reporting of slavery in any part of our operations and supply chain is the responsibility of all employees. Employees must not engage in, facilitate or fail to report any activity that may lead to, or suggest, a breach of policy.

Relevant department heads have been consulted and actions to address risk have been communicated with department heads, buyers, senior management and our subsidiaries. Any identified instances of slavery will be reported to the Head of Procurement.

Department heads are responsible for ensuring that new suppliers in areas identified as being a risk are audited prior to use, and that their teams follow the process and the policy. Department heads are responsible for checking processes are followed and that non compliance is raised.

#### **Policies in relation to modern slavery and human trafficking**

Our Procurement Policy is owned by the Head of Procurement and Chief Financial Officer and states that we only work with suppliers that comply with laws and regulations that apply to the jurisdiction that the suppliers operate in. Our Human Rights, Labour Practices and Modern Slavery Policy is owned by the Head of Procurement, Director of People & Communications and Chief Financial Officer. The scope covers all UK employees. We have a Global Procurement Policy and a Global Supplier Code of Conduct that is shared with our overseas offices.

#### **Our supply chain**

Our UK supply chain consists of:

- Freelance editorial content suppliers based predominantly in the UK
- Large and small technology suppliers based in the UK and worldwide
- Live event suppliers based predominantly in the UK
- Print and logistics suppliers based predominantly in the UK

#### **Supply chain risks**

We have used The Gangmasters and Labour Abuse authority (<https://www.gla.gov.uk/>) to define areas of risk. We have ascertained that the main direct risk we have in our supply chain is the use of agency labour.

No modern slavery offences were reported within our UK supply chain.

**Actions to address risk**

We will only work with suppliers that comply with laws and regulations that apply to the jurisdiction that the suppliers operate in. This is the minimum standard and we will always look to improve things further.

Our Supplier Code of Conduct is distributed with purchase orders to all suppliers. All suppliers that register with us must confirm that they have read and understood the contents of the Code. Our objective is 100% compliance.

All suppliers that register with us must answer the question 'Within the past three years, please indicate if you have found evidence in your business or supply chain of human trafficking or slavery in breach of the Modern Slavery act 2015?'

All suppliers within areas of risk identified by the Gangmaster and Labour Abuses Authority will be asked to answer an assessment, and the assessment will be checked and signed off by the user department to confirm it meets the requirements of the policy. Our objective is 100% compliance.

**Training on modern slavery and human trafficking**

All UK employees are required to take training on modern slavery risks. We will provide this training to all existing employees and new starters. Our objective is 100% compliance.

**Communication**

Our approach to Modern Slavery Legislation is communicated to employees internally using our company intranet. We continue to update employees when a new statement is released and there is any change to process.

**Next steps**

Procurement will monitor and report on objectives set in the 2022 Human Rights, Labour Practices and Modern Slavery Policy in our 2022/23 statement.

We will continue to review Home Office advice on risk and any legislative requirements.

**Approval**

Approval of the actions contained within this policy has been delegated by the board of directors to the Chief Financial Officer.

*Brian Freeman*

**Brian Freeman**

Chief Financial Officer, Haymarket Media Group Limited

Date: Friday 1st July 2022